

Homefield Communications KNTK

EEO Public File Report

2/1/2021 – 1/31/2022

I. Vacancy List

Job Title	Recruitment Sources (RS) Used to fill Vacancy	RS Referring Hiree
Account Executive	1,2,3,4,5,6,7,10,11	5
Assistant Program Director / On-Air Host	1,2,3,4,5,6,7,9	6

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II. Master Recruitment Source List

RS Number	RS Information	Source entitled to Notification?	# of Interviewees
1	Walk-in	No	-
2	KNTK On-Air Advertising	No	-
3	TheTicketFM.com	No	-
4	Nebraska Broadcasters Association	No	1
5	Employee/Friend Referral	No	2
6	Internal Promotion	No	1
7	Indeed.com	No	1
8	Facebook	No	-
9	STAATalent.com	No	1
10	University of Nebraska (Handshake)	No	-
11	LinkedIn	No	-

Total interviewees over time period: 6

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III. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description
1	Establish a training program to acquire higher skills	KNTK provides training for sellers on a monthly basis with consultants and the Nebraska Broadcasters Association.
2	Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment;	Offers an internship program that provides students interested in the radio industry the ability to learn, develop talent, and gain experience.
3	Career programs hosted by educational institutions	Station personnel make visits to university classes and host job shadow students.
4	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;	“Building a Measurable Diversity, Equity and Inclusion Strategy that gets Results” seminar, presented by Michelle Duke of the NAB.
5	Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting	Participates in the Nebraska Broadcasters Association’s “EEO Scholarship Program.”